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East Arkansas Regional celebrates 20 years

The East Arkansas Regional Unit in Brickeys celebrated its 20th anniversary May 24. The visitation center was transformed into a festive venue that welcomed guests from across the state.

ADC was joined in the celebration by public officials serving the area around EARU and representatives of other law enforcement agencies. Dr. Mary Parker, vice chair of the Board of Corrections, was the speaker. Board member and former state Sen. Bobby Glover also attended. Employees who have been with EARU since the doors opened were recognized, as were former staff members who've moved on and up at other units. A special memorial display recognized Cpl. Barbara Ester, who was killed in the line of duty on Jan. 20.

Opening remarks were made by Deputy Warden Todd Ball, who offered a timeline of significant events for EARU. ADC purchased 2,949 acres of land in Brickeys in 1990 and on May 22, 1992, the doors of EARU opened with 200 beds. Deputy Director Marvin Evans was the unit's first warden and North Central Unit Warden David White was its first assistant warden. At the time, the unit had 65 staff members. Today, EARU has expanded and holds approximately 1,660 inmates and has a Maximum Security Unit. Danny Burl serves as warden. Ball is the deputy warden over general population and Dexter Payne is the deputy warden of the EARU Max.

After a prayer offered by Chaplain Alex Bray, a lunch of barbecue beef,



Warden Danny Burl, top, embraces Dr. Mary Parker and presents her with a gift after her moving speech. Director Ray Hobbs visits with the event planning committee. Bottom left, a memorial to Cpl. Barbara Ester and right, Deputy Director Marvin Evans, EARU's first warden.

EARU — Continued on page 10

Learn from geese and 'honk' at, help your co-workers

On May 24, I had the opportunity to speak at a memorial service for fallen correctional employees at the Federal Correctional Complex in Forrest City.

The theme for the event was "Together We Aspire, Together We Achieve." It reminded me of something NBA champion and successful businessman Michael Jordan once said,

"Talent wins games, but teamwork and intelligence wins championships."

I'd like to use this month's space to share with you what I shared with them:

Teamwork is probably the most productive human activity possible. Think about it. Have you ever watched a flock of geese flying in their traditional "V" formation, heading for Canada?

Two engineers learned that each bird, by flapping its wings, creates an uplift for the bird that follows. Together, the whole flock gains something like 70 percent greater flying range than if they were journeying alone.

Wouldn't it be great if we could all develop a formation for our agencies to facilitate working together and achieving common goals?

A team is not just a group of indi-



Ray Hobbs
ADC Director

viduals who work at the same place or have the same badge on their shirt. A real team is made up of people who may be unequal in experience, talent, or education, but who are equal in their commitment to working together to achieve the goals and good of the agency, each other and the people we serve.

Andrew Carnegie, who led the enormous expansion of the American steel industry and was a great philanthropist, said, "Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishment toward organizational objectives. It is the fuel that allows common people to attain uncommon results."

But back to the geese – and bear with me, folks – I know you are wondering why I'm talking so much about waterfowl. Truth is, they offer some excellent lessons.

Think about the uplift provided by those flapping wings and apply it to the importance of achieving goals. If we developed our own "V" formation, we would have a sense of community and focus – and eventual trust that would help us in achieving our goals.

Lesson Two: When a goose falls out of formation it suddenly feels the drag and resistance of flying alone. It quickly moves back to take advantage of the lifting power of the birds in front.

If we had as much sense as geese we would stay in formation with those headed where we want to go. We would be willing to accept their help and give our help to others. Team-

work.

Lesson Three: When a goose tires of flying up front it drops back into formation and another goose flies to the point position.

It pays to take turns doing the hard tasks. We should respect and protect each other's unique arrangement of skills, capabilities, talents and resources. Sharing is important.

Lesson Four: When a goose gets sick, two geese drop out of formation and follow it down to the ground to help and protect it.

If we had as much sense as geese we would stand by each other in difficult times, as well as when we are strong. Empathy and understanding are important.

Lesson Five: Geese flying in formation "HONK" to encourage those up front to keep up with their speed.

We need to make sure our honking is encouraging. In groups and teams where there is true encouragement, production is much greater. "Individual empowerment results from quality honking."

Lessons from geese provide a perfect example of the importance of team work and how it can have a profound and powerful effect on our work and personal lives. If we use these five principles, it will help us foster and encourage a level of passion and energy in ourselves, as well as those who are our friends and co-workers.

It is essential to remember that teamwork happens inside and outside of work life when it is continually nurtured and encouraged.

Don't forget to honk at others!

Accreditation News

May was a busy month of American Correctional Association and Correctional Education Association accreditation audits for five ADC units.

Warden Dale Reed and the staff at the Ouachita River Correctional Unit successfully completed their ACA

audit with 100% mandatory and 100% non-mandatory standards.

Principals Benny Nettles and Drew Sandage and the educational staffs of the McPherson and Grimes Units passed their CEA audits with 100% on mandatory and 98% on non-

mandatory standards.

Principals Bobby Coleman of the North Central Unit and Nathaniel Jefferson of the East Arkansas Regional Unit completed their CEA audits with 100% on mandatory and 98% on non-mandatory standards.

2012 Red Ribbon scholarships awarded to five seniors



Rhonda Webb, Hayley Webb and John Maples



Shirley Lowe and Katlyn Rook



Shannon Caldwell and Todd Ball

The 22nd annual Red Ribbon Scholarships were awarded this year to five Arkansas high school seniors across the state. This year's recipients are Robin Campbell of Pine Bluff High School, Katlyn Rook and Lauren Burgess of White Hall High School, Hayley Webb of Newport High School and Shannon Caldwell of Clarendon High School.

Last year, the Red Ribbon Committee increased the number of recipients from four to five and increased the scholarship amounts from \$500 to \$750. Hayley Webb is the daughter of Rhonda Webb, business manager of ADC's McPherson Unit, and Shannon Caldwell is the daughter of Jena Caldwell, administrative assistant at the East Arkansas Unit. Congratulations and best of luck to this year's winners!



Robin Campbell and Lowe

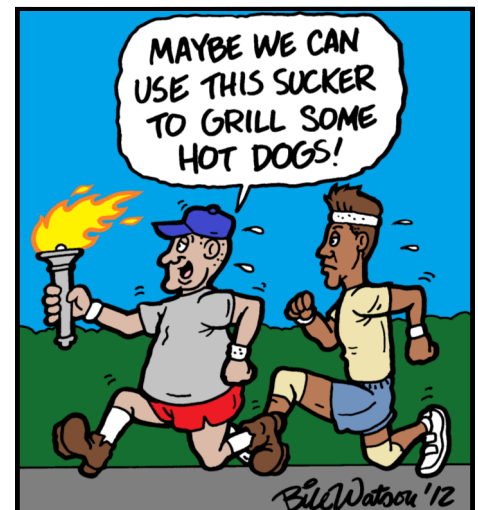
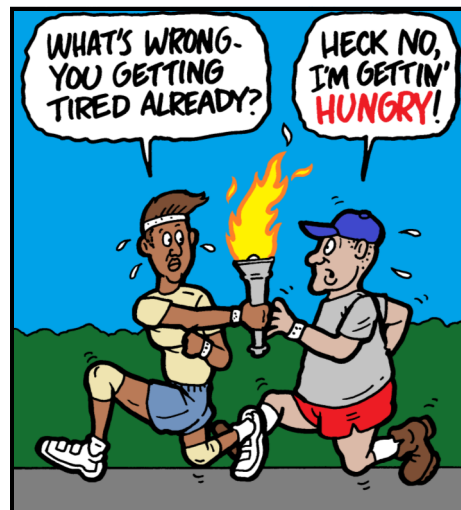
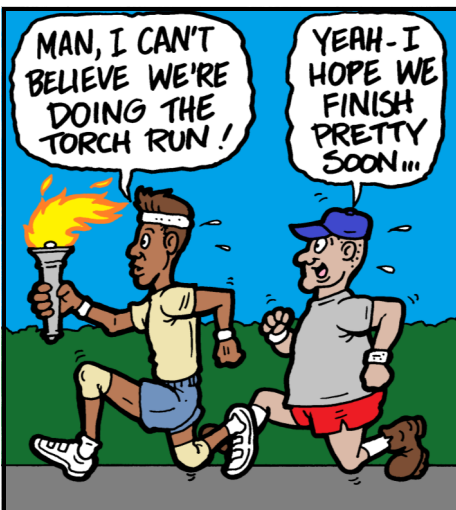


Lowe and Lauren Burgess

Congratulations!

The New Blues

by Bill Watson



Ball and Chain Challenge golf tournament is full swing fun



Approximately 60 four-man teams took to the links at the 8th annual AACET Ball and Chain Challenge golf tournament on May 21.

Hosted by Arkansas Association of Correctional Employees Trust, the event was held at the Harbor Oaks Golf Course in Pine Bluff. Teams competed in morning and afternoon flights for trophies and prizes.

Hosted by AACET, Arkansas Department of Correction employee associations, and Arkansas Correctional Industries, teams began warming up at 7 a.m. for some friendly competition and bragging rights under clear, sunny skies.

Proceeds from the event help to support scholarship programs, special events for AACET members and disaster relief services. A \$5,000 donation was made by ADC Director Ray Hobbs to the Arkansas Red Cross to assist

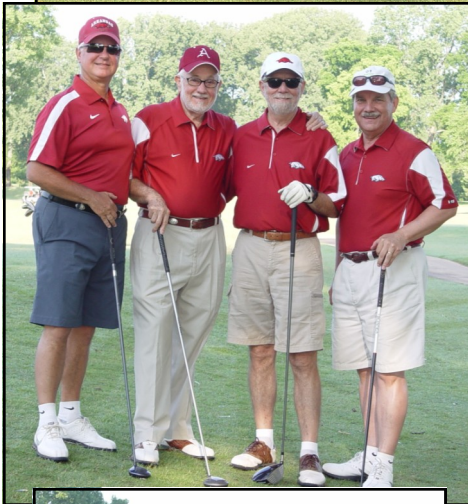
flood and tornado victims in 2011.

Trophies were awarded to top finishers in both flights and for the longest drive. Other trophies were awarded for a hole-in-one contest and a special award for finishing dead-last.

A "1/2 & 1/2" chipping contest was set up on the 12th hole where the winner took half of the pot and the other half was donated to the Paws in Prison program. PIP received \$654.

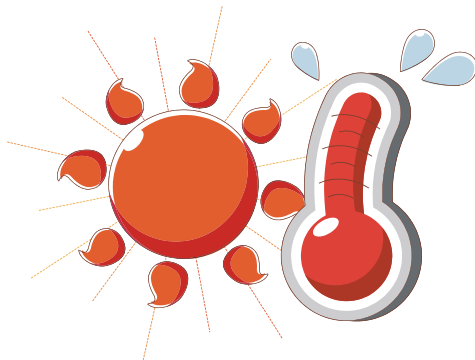
Through the continued support of tournament sponsors such as the "Big House Bosses" and "Lock and Key Trustees," the 2012 Ball and Chain Challenge raised approximately \$54,000 to help support ADC /AACET programs and scholarships.

Thanks to all the sponsors and volunteers and especially Jerry Campbell and the crew from Arkansas Correctional Industries.



Health Matters

Heat exhaustion: tips to beat the heat before the heat beats you



As the summer season begins to unfold, outdoor activities such as work or vacations can become more perilous as temperatures rise. Conditions in the southern region of the United States tend to be more severe with the combination of hot temperatures and high humidity. The resulting heat index creates conditions that make the environment seem up to ten degrees hotter than usual.

In March, unexpected high temperatures in Arkansas promoted ADC Director Ray Hobbs to waive the waiting period for uniformed officers to switch to short sleeves to compensate for the early “tropical conditions.”

Heat exhaustion is a condition whose symptoms include heavy sweating and a rapid pulse rate due to overheating. It is one of three heat-related conditions, with heat cramps being the mildest and heatstroke being the most severe. Causes of heat exhaustion include exposure to high temperatures, combined with high humidity and strenuous activity.

Without prompt treatment, heat exhaustion can lead to heatstroke—a life threatening condition. Fortunately, heat exhaustion is preventable. By recognizing the symptoms, causes and risk factors, summertime can be a fun and stress free season at work or play.

Symptoms of heat exhaustion may come on suddenly or may develop after several days of heat exposure.

Possible signs of heat exhaustion and symptoms include: cool, moist skin with goose bumps when in the heat, heavy sweating, faintness or dizziness, fatigue, weak to rapid pulse, muscle cramps, nausea and headache.

Causes for these symptoms begin at what is known as the body’s “core temperature”—a combination of body and environmental temperatures. The body regulates heat gain by the normal evaporation of sweat. Strenuous exercise and over-exertion in hot weather can diminish the body’s ability to cool itself, causing heat cramps. Dehydration, use of alcohol, and overdressing are other common causes of heat cramps. These can be treated by drinking fluids that contain electrolytes such as Gatorade or other sports drinks. As the body sweats, sodium levels important for proper body function tend to decrease. While it is important to keep the body hydrated, it is also important to replenish lost salts and minerals.



Risk factors for heat exhaustion can vary person to person. However, adults 65 and older and infants younger than four years tend to be more susceptible to heat related illness than others. Certain drugs and medications that inhibit the body’s ability to stay hydrated or raise the body’s core temperature can also increase the risk for heat exhaustion. Antihistamines, tranquilizers, heart medications and antipsychotics are a few of the drugs that can affect



the body’s ability to regulate heat.

Other risks include sudden movement from a controlled, cool environment to a hotter climate, visiting areas that are experiencing early heat waves, and being overweight.

If you feel you are experiencing any of the symptoms or are at risk for heat exhaustion, you can treat yourself by resting in a cool or air conditioned place, drinking cool fluids, and wearing loose clothing. Avoid drinking alcohol or caffeine, which tends to accelerate dehydration and apply cool water or compresses to reduce body temperature.

OSHA publishes a heat stress quick-reference card for workers known as the KBUDWA list;

Know the signs and symptoms of heat-related illness, **Block** out direct sun or heat sources, **Use** cooling fans or air conditioning, **Wear** light weight, light-colored and loose fitting clothing, **Avoid** alcohol and caffeinated drinks as well as heavy meals. An ounce of prevention will equal a pound of cure this summer!

Phenomenal Woman Seminar dares to 'Seize the Moment'



Donna McKnight, left, and Tonia Dixon.



Trudy Redus demonstrates proper business etiquette skills.



PW Committee members share a moment with Trudy Redus.

Women representing ADC units from across the state gathered April 27 at the Arkansas Correctional School building in Pine Bluff for the 12th annual Phenomenal Woman Seminar.

The theme for this year's event, "Seize the Moment," was based on a poem by Monica Waldman, which encourages individuals to take advantage of life's opportunities before the moment is gone.

The program featured speakers, classes and information geared towards professional women. Approximately 98 women participated in workshops with topics such as hiring processes, retirement planning and guidance resources. Trudy Redus of the Protocol School of Arkansas and wife of Pine Bluff Mayor Carl Redus, offered a demonstration on business etiquette and office protocol.

Letrece Harris, wife of former NFL tight end and Pine Bluff native Jackie Harris, spoke about being in position for God's plan and paths to destiny. A bingo game based on life-experiences sent the seminar attendees scrambling for initials of women who had lived in a foreign country, owned a business, or one of many other categories. Lunch was provided for the seminar by Arkansas Association of Correctional Employees Trust. AACET Executive Director Kevin Murphy spoke briefly to the crowd about AACET membership and the programs and services it provides.

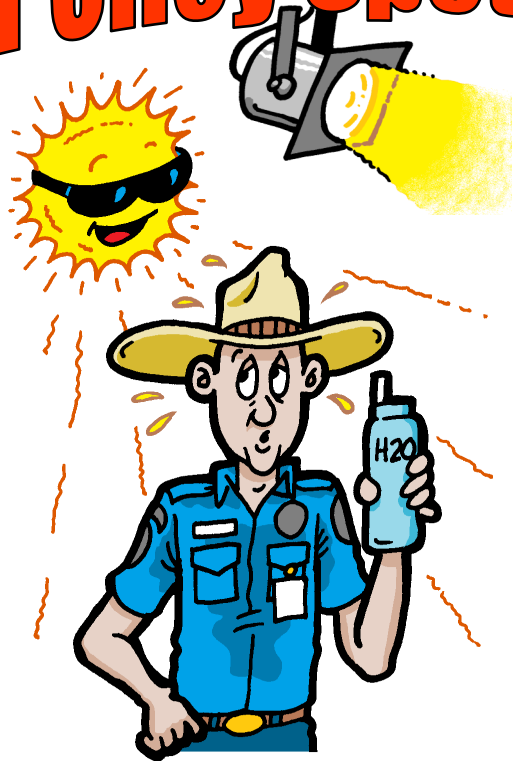
During a special memorial service, PW Coordinator Ardella Bearden presented the Remembering Your Spirit Award to Lathan Ester of the ADC's East Arkansas Regional Unit in memory of his wife, Barbara Ester, who was killed in the line of duty earlier this year. Bearden also acknowledged the many volunteers, committee members and speakers who made this year's seminar a success.



Joanna Franklin, left, and Ida Works compare information.

Policy Spotlight

Facts about policy and conduct



Got questions about ADC policies and procedures? Then send in your topics to The Advocate and we'll be glad to get you the facts. Contact bill.watson@arkansas.gov with questions.

"So what do they mean by 'tropical conditions' in the dress policy?"

The term "tropical conditions" refers to the hotter temperatures of the summer months. In the southernmost U.S., high humidity from the Gulf of Mexico often combines with the high heat creating a heat index that makes the environment seem up to 10 degrees hotter than usual. This can be dangerous for inmates and officers who work outside during summer hours.

In March, Director Hobbs waived the usual waiting period for officers to switch to short-sleeved uniform shirts when outside temperatures began to register between 80 and 90 degrees.

This adjustment to the uniform dress code, frequent water breaks and adjusted outdoor work hours will protect officers and inmates from possible heat stroke and sunstroke. The various heat categories listed in A.D. 0756 are **Category IV** — heat index 80-90 degrees Fahrenheit; **Category III** — heat index 90-105 degrees Fahrenheit; **Category II** — heat index 105-130 degrees Fahrenheit, and **Category I** — heat index above 130 degrees Fahrenheit. Tropical conditions typically run between the months of May through August, but may run longer because of mild and shorter winter weather.

ADC chaplains visit Lone Star State for ACCA conference



Chaplain John Wheeler and approximately 25 chaplains from the ADC convened in San Antonio for the South Central Regional meeting of the American Correctional Chaplains Association.

Chaplains of the Arkansas Department of Correction recently attended the annual meeting of the American Correctional Chaplains Association April 16-18 in San Antonio, Texas.

The ACCA is the recognized chaplaincy organization of the American Correctional Association, whose South Central Region represents Arkansas, Texas, Oklahoma, Louisiana, Mississippi and New Mexico. The ADC's 25-member delegation was the largest attending this year's conference, with two of its members serving as regional officers — Chaplain John Wheeler, regional manager and Chaplain Norma Gillom as vice manager.

This year's speakers included Bill Pierce, administrator of chaplaincy services for the Texas Department of Criminal Justice; Leo Brown, director of chaplaincy services for the Oklahoma Department of Correction and Eugene Wigelsworth, director of chaplaincy services for the Mississippi Department of Correction.

Additional speakers were ADC Administrator of Religious Services John Wheeler and ADC Chaplains Don Yancy, Kenneth Dewitt and Joshua Mayfield.

ADC units pay tribute to Corrections



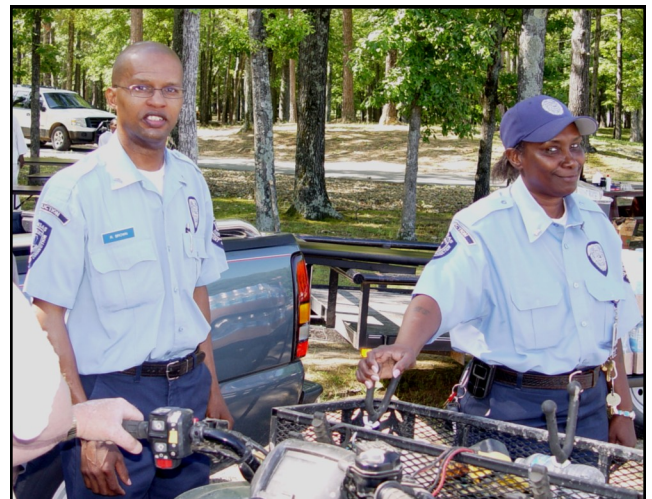
Human Services Administrator Marie Austin, center front, and members of the Cummins Unit medical crew.



The Cummins Unit crew feast on hot catfish and all the trimmings.



Lt. Christina Card represents the ADC at the 31st annual National Peace Officers Memorial Service held in Washington D.C. The event was attended by law enforcement officers from across the country and around the world. Also present were President Barack Obama and U.S. Secretary of Homeland Security Janet Napolitano.



Cpl. Rodrick Brown, left, and Lt. Mary Thomas wait as Chris Coody, far left, grills hot dogs at Central Office.

ional Officers & Nurses May 7-11



Members of the Benton Unit enjoy grilled burgers served up by Warden Randy Watson and Asst. Warden Judy Taylor.



Food service supervisor Dustan Foret gives 'em 'service with a smile' at the North central Unit.



Maj. Jared Byers gets the party started at the Pine Bluff Unit appreciation luncheon.



Warden David White and the North Central staff.

To all of the officers and medical staff of the ADC ...

Thank you.

ADC & law enforcement teams carry torch for Special Olympics



Lucy Flemmons, ADC volunteer services coordinator, presents a \$10,000 donation to the Special Olympics Committee on the steps of the State Capitol building in Little Rock.

Teams representing five ADC Units successfully completed the final leg of the Jefferson County Law Enforcement Torch Run for Arkansas Special Olympics on May 24 at the State Capital Building.

Groups left Saracen Landing in Pine Bluff at 5:30 A.M. and arrived at the Pulaski County line in less than 2 1/2 hours. Teams from Wrightsville, Tucker/ERTs, Central Office K9, Randall L. Williams and ORCU were accompanied by members of the Jefferson County Sheriff's Department, White Hall Police Department and the Arkansas State Police. The torch run was the culmination of several fundraising events for the Special Olympics. Through programs such as "Denim Days", "Boots & Badges" and "Tip a Cop", ADC volunteers raised approximately \$10,000. Volunteer Services Coordinator Lucy Flemmons presented the check for \$10,000 to the Special Olympics Committee on behalf of ADC Director Ray Hobbs on the steps of the State Capital Building in Little Rock.



ERTs carry torch through Dollarway.



"Made it!" Torch runners reach the Pulaski County line in just under 2 1/2 hours.

EARU — Continued from page 1

chicken and pork with all the trimmings was served.

Parker said EARU, like every other prison in Arkansas, is impressive in its size and amazing in its cleanliness and structure. She also noted that EARU is fully accredited with the American Correctional Association (100/100) and such marks are expected.

"But the East Arkansas Regional

Unit is not about the building, the land, the rules, the standards ... it is about the people," she said. "It is about the people -- the people who get up every day, suit up (uniformed and non-uniformed) -- and come to work here, day after day and week after week for the past 20 years. It's about the people who stood together in the middle of rising water to keep this unit open -- even while making plans for a possible evacuation of 1,500-plus people. It's about the people

who drove through flooded roads, risking their own lives and worked without computers or full telephone service for days after the water receded to make sure the inmates who depend on them had the proper medication, diets, programs, classes, and stability. The people who, even though heartbroken by the senseless death of a beloved colleague earlier this year, came to work their next

Continued on page 11

EARU marks 20th anniversary ... in style

If you've read the article on page one of The Advocate, which is continued on pages 10 and 11, you know that the East Arkansas Regional Unit celebrated its 20th birthday on May 24.

I had the privilege of being in attendance



Shea Wilson
Communications
Administrator

and am so glad that I had the opportunity.

The folks at EARU know how to throw a party.

Events such as these don't just happen. A lot of hard work goes into the planning and pulling them off.

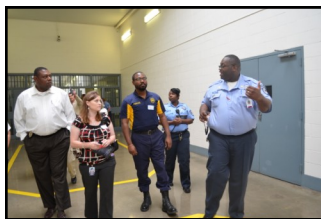
EARU's visitation center was truly transformed —

white table clothes, chairs accented with ribbons. It was a fancy and impressive event.

My hat is off to EARU's "Make It Happen Crew": Verna Jackson, Essie Clay, Valerie Westbrook, Cathrine Mize, Geneva Jones, Raja Humphrey, Antionette Gray and Ted Austin.

Warden Danny Burl told guests to not miss the peach cobbler — and boy was the crowd glad they took his advice. The cobbler was on point and some folks even had seconds. And that was on top of a most excellent barbecue lunch!

After the official ceremony, Maj. DeAngelo Earl, EARU chief of security, took guests on a tour of the unit. Max Commander Capt. Wallace McNary, offered some insight on



Top, Maj. Earl leads the tour. Cpl. Teresa Brown-Davis and Lt. Marcus Ethery welcome guests.

operations in his area of the building.

From the moment we hit the door until the moment we left, everyone — EVERYONE — was gracious, helpful and friendly.

Thanks for a great day!

EARU — Continued from Page 10

shift, the next day, and the day after that and every day since then to help make sure that the East Arkansas Regional Unit continues to strive to be the best it can be. The heart and soul of the East Arkansas Regional Unit -- your unit -- is not the building, it is you ... those of you in this room and those of you who for whatever reason cannot be with us today ... those who came before you and those who will come after you. You are the reason this unit is great; you are the reason we are here to celebrate 20 years of hard, rewarding work here."

Evans reflected on his time as EARU's first warden and said he was proudest of the staff in the aftermath of Ester's death. Evans was the duty director at the time of her death. "After Cpl. Ester was killed, everyone who was scheduled to work the next day showed

up for their shift. I was very proud to see everyone here. It wasn't easy, but you did it," Evans said.

Burl announced the Cpl. Barbara Ester Scholarship and said the first recipients would be announced later this year. He also pointed to the drawing of a new pavilion and said the projected start date would be in 2013. Payne recognized the former employees in attendance and special guests, including Greg Harmon, who served as EARU's second warden and is now warden at Wrightsville.

Director Ray Hobbs echoed the sentiments of Parker and said he looks forward to the great things to come at EARU. He and Chief Deputy Director Larry May joined Burl in recognizing employees who have been with the unit since it opened. They included: Tony Barnes, Pam Dover, Leslie Dover, Dale Tyner and Michael Williams.

ADC CALENDAR OF EVENTS

Father's Day

JUNE 2012

National Rose Month

14 — Flag Day

17 — Father's Day

20 — Summer Solstice



JULY 2012

2 — Canada Day

4 — Independence Day

20 — Ramadan Begins

22 — Parent's Day

**Special Events?
Unit Functions?
Announcements?
Conference Dates?**



Send information to
The Advocate

Bill.Watson@arkansas.gov

Service awards, public recognition for ADC staff members in May



Joanett Donham, center, retires after 35 years service.



TRCC Superintendant Larry Cauley, 35 years service.



Lucy Flemmons, ADC Volunteer Services Coordinator recently completed an eight month training course in Volunteer Management at UALR.

On May 3, Flemmons received her certification at a special ceremony held at the Governor's Mansion.

The cooperative program, sponsored by the Arkansas Public Administration Consortium and Department of Human Services, was held at UALR, ASU and UA at Fayetteville campuses.



Sgt. Billy Corley, PBU, 25 years service.

Dianne Wood, ADC Victim Notification Coordinator and VINE Field Services Manager Rick Stallings, were recognized for outstanding service to the victims of crime at the 22nd Annual Victim Services Ceremony on April 25 at the Clinton Presidential Center.

Wood works in partnership with VINE and the prosecuting attorney's offices to coordinate information for the ADC's 33,213 registered victims to keep them informed of parole hearings, parole results and releases of offenders.



Rick Stallings, left, and Dianne Wood.



Sgt. Angela Williams, PBU, 25 years service.

877 ADC inmates receive GEDs at ORCU graduation ceremony



Inmates attending graduation at ORCU anticipate receiving one of the hundreds of rolled GED certificates that await. The ADC's GED program is one of the largest in the state.



Inmates and families gathered at the Ouachita River Correctional Unit for the Arkansas Correctional School District's 2012 graduation ceremony May 22.

This year marks the 39th annual graduation for inmates working to obtain their high school diploma. Approximately 877 men and women received their GEDs, while a few select inmates received actual college credit.

Veronica Christine Mills-Silva received her associate's degree from Arkansas State University-Newport. Inmates Mondrea Renee Scott and Lauren Nicole Straub received certificates of general studies from ASU-Newport.

This year's featured speaker was Gen. Wesley K. Clark. Other speakers included Dr. William C. (Dubs) Byers and Dr. Charles Allen of the Arkansas Correctional School, and Riverside Vo-Tech Director, Joe Kelnhofer.

Since the beginning of the GED program in the ADC 38 years ago, a 21,526 inmates have received their certificates.

EARU answers call to assist in Nashville flood cleanup project



Volunteers from the East Arkansas Regional Unit help rebuild England Park in Nashville, Tenn., with the Make a Smile Organization.

On April 30, staff members from the ADC's East Arkansas Regional Unit traveled to Nashville, Tenn., as part of a joint reconstruction effort of the Make a Smile Organization.

The group volunteered their time and efforts to join with correction and detention workers from South Carolina, Kentucky, New York, Iowa and Louisiana to help rebuild two city parks devastated by floods in 2010.

The MAS, in cooperation with the North American Association of Wardens and Superintendents, assist in the rebuilding of parks and playgrounds in areas hit by disaster. In 2009, the group assisted with construction projects in areas hit by Hurricane Katrina. Through the combined efforts of the ADC and MAS, England Park was reopened on May 3.



ADC

In-Service Training

Schedules/Protocols

In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—NO DENIM, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed

Training Academy Graduates

Class 2012-F Graduated 5/04/2012

Tami Aiken, Brandon Bettencourt, Danny Burson, Justin Buttrum, Jeremy Chambers, Gerald Duncan, Bridget Farmer, Glenda Farrell, Christopher Gifford, Fredrick Gilbert, Kelli Glas, Krystal Gurley, Lloyd Hadley, Samuel Holt, Dahtarieus Johnson, Kirk Kennedy, Deunrae Livingston, Roderick McGruder, Kenneth Meadows, Tario Richmond, Dexter Robinson, Cody Smith, Brandon Story, Alexandria Turner, Victor West and Sharicka Woods.

Class 2012-G Graduated 5/18/2012

Ashley Austin, Robert Campbell, Russell Harrod, Aaron Hisek, Stephanie Hopkins, Charles Johnson, Ricky Johnson, Tyler Mantooth, Steven McVay, Lajoya Norman, Jim Owen, Kendrick Perry, Tammy Shambley, Josephine Spand, Dominique Sterrett-Wallace, Derrick Sumner, Antwon Thrower, Hunter Wallace, Brandon Watson, Jarrod Wisener and Michael Wunderlich.

Hunter Wallace receives Willis H. Sargent Outstanding Student Award



Hunter Wallace, center, of ORCU has received the Willis H. Sargent Outstanding Student Award. Wallace won the award based on his positive attitude, support of staff and fellow cadets and academics. Shown with Wallace are Deputy Warden Darryl Golden of ORCU, left, and Training Academy Administrator Fred Campbell.

The Spotlight

One-stop source for training schedules

If you're trying to find the latest training schedules for the Training Academy or Human Resources, you can find it on *Spotlight*.

Interested in an online e-learning course, but aren't sure what's available? You can find it on *Spotlight*.

When on your unit computer, click on the "Favorites" tab. Scroll down until you see "ADC Links", then click. Look for the *Spotlight* heading — click and you're there!

The latest and most up-to-date training schedules will be available under "in-service training".

ADC takes advantage of eCademy classes

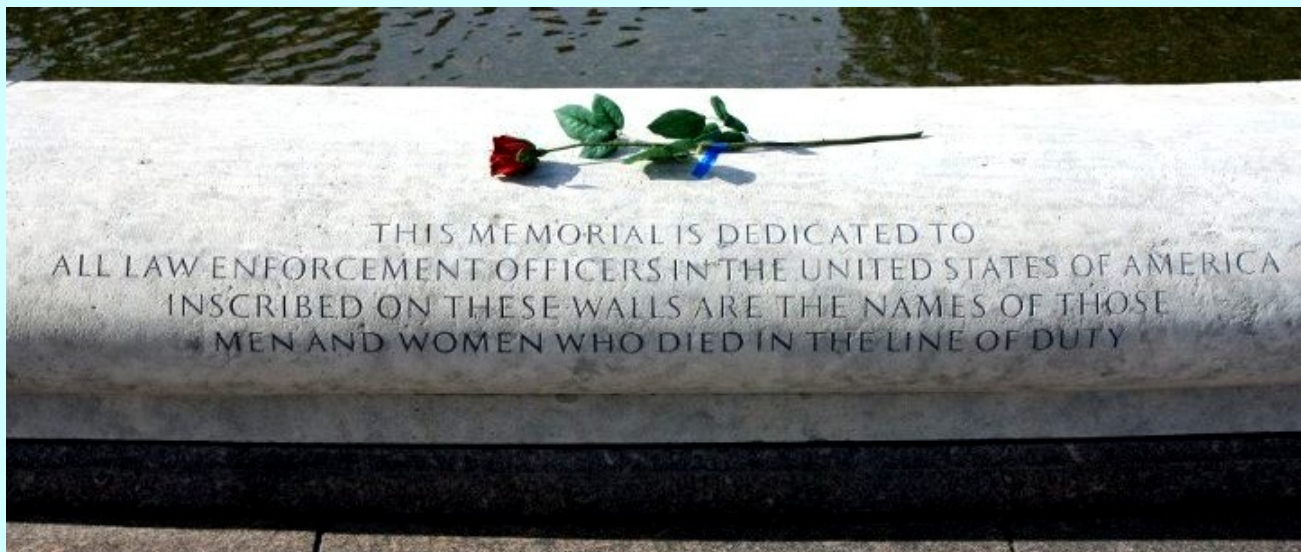
Earning training hours online is catching on with offices and units within the ADC, as employees log on and take advantage of the 225 e-learning courses available through the ADC eCademy.

All courses satisfy requirements for American Correctional Association standards and recertification. Unit trainers have been given the information to register and enter employees who may earn 30 hours of online training per year. In addition to eCademy, courses are also available through the National Institute of Corrections for security and non-security supervisory employees. For more information, see your unit trainer.

Promotions & New Hires

Promotions

| Date | Name | Position | Unit |
|----------|----------------------|--------------------------------|------------------------|
| 04/29/12 | Michael Crockett | Sergeant | Varner Supermax |
| 04/29/12 | John Goss | Asst. Maintenance Supervisor | Construction |
| 04/29/12 | Chase Hayden | Sergeant | Grimes |
| 04/29/12 | Lisa Holland | Administrative Specialist II | Ouachita River |
| 04/29/12 | George Lettenmaier | Substance Abuse Program Leader | Grimes |
| 04/29/12 | Brenda McRay | Food Preparation Supervisor | Mississippi County |
| 04/29/12 | Dante Nicholson | Sergeant | Varner |
| 04/29/12 | Corinthians Penister | Sergeant | Maximum Security |
| 04/29/12 | Jeff Villareal | Rehab Facility Supervisor | SOSRA |
| 05/13/12 | Airrion Delaney | Sergeant | Ouachita River |
| 05/13/12 | Terry Doyle | Sergeant | East Arkansas |
| 05/13/12 | Daniel Laminack | Sergeant | Wrightsville |
| 05/13/12 | John Lamkins | Sergeant | Ouachita River |
| 05/13/12 | John Morton III | Sergeant | Central Transportation |
| 05/13/12 | Michael Ryan | Sergeant | Ouachita River |
| 05/13/12 | Jeffery Smith | Lieutenant | Construction |



New Hires

| Date | Name | Position | Unit |
|----------|-------------------|-----------------------------|--------------------|
| 04/23/12 | James Flannery | Maintenance Technician | Construction |
| 04/29/12 | Alicia Jennings | Sergeant | Mississippi County |
| 04/29/12 | Latoya Cornelious | Administrative Specialist I | East Arkansas |
| 05/13/12 | Gail Mainard | Engineer | Construction |
| 05/13/12 | Kandria Malone | Commissary Manager | Varner Supermax |

ADC ADVOCATE EMPLOYEES NEWSLETTER

ADC Mission Statement

- To provide for the protection of free society by carrying out the mandate of the courts.
- To provide a safe humane environment for staff and inmates.
- To strengthen the work ethic through teaching of good habits.
- To provide opportunities for inmates to improve spiritually, mentally, and physically.

The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

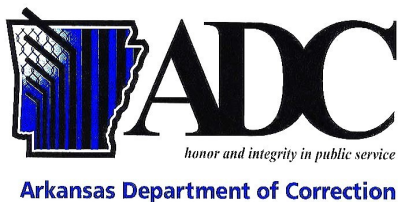
Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

The *ADC Advocate* is printed by the Arkansas Correctional Industries.

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Parting Shots



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